

# Police leadership commission report published

Published on 6 July 2026

College of Policing response to the police leadership commission report

News 2 mins read

Today's report is the most ambitious overhaul of police leadership in a generation. The independent police leadership commission, led by Lord Blunkett and Lord Herbert of South Downs, drew on evidence from thousands of officers, staff and members of the public. It found policing was not lacking in commitment but rather the systems meant to produce good leadership are fragmented, inconsistent and too often unfair.

It is calling for an overhaul to how leaders are recruited and developed to better cut crime and keep the public safe.

Chief Constable Sir Andy Marsh, Chief Executive Officer (CEO) of the College of Policing, said:

*Today's report is the most comprehensive examination of police leadership in a generation. We will seize this opportunity to invest in officers and staff with time and resources so that they can do what they joined policing to do, protect the public and catch criminals.*

*We can only take this ambitious approach because of the existing talent, bravery and commitment of those already serving."*

The report recommends a mandatory and standardised approach to annual performance reviews and says the new National Police Service should hold a national database to support the delivery of a licence to practise for police officers.

Sir Andy added:

*Policing is one of the most dangerous jobs you can do, and officers put themselves in harm's way every day managing life and death situations.*

*We support officers who follow our guidance and training and later come under scrutiny. A licence to practise provides officers with an even stronger defence if they follow the robust standards set for them.*

*The College of Policing already issues licences in the area of firearms where officers receive world-class training and have been rightly praised for preventing the loss of life, most notably during terror attacks.*

*The inclusion of a licence to practise gives reassurance to the public and the service that they can be confident officers are highly trained and fit to serve.”*

The commission found the service is likely to be ‘woefully underinvesting’ in its leadership development. More than a fifth of new sergeants and inspectors who responded to the commission said they received no formal leadership training more than two years into their job.

Abstraction from the job was largely cited as a reason for not developing officers.

Sir Andy added:

*I vehemently agree with the commission that seeing leadership development as an abstraction rather than an investment is holding policing back. Developing leaders improves how we police, avoids mistakes and saves money long term.*

*The work now begins to replace the current postcode lottery of training and development so that the best talent from any background can rise to the top of the service on merit.”*

[Go to the police leadership commission report](#)

## Tags

Leadership development